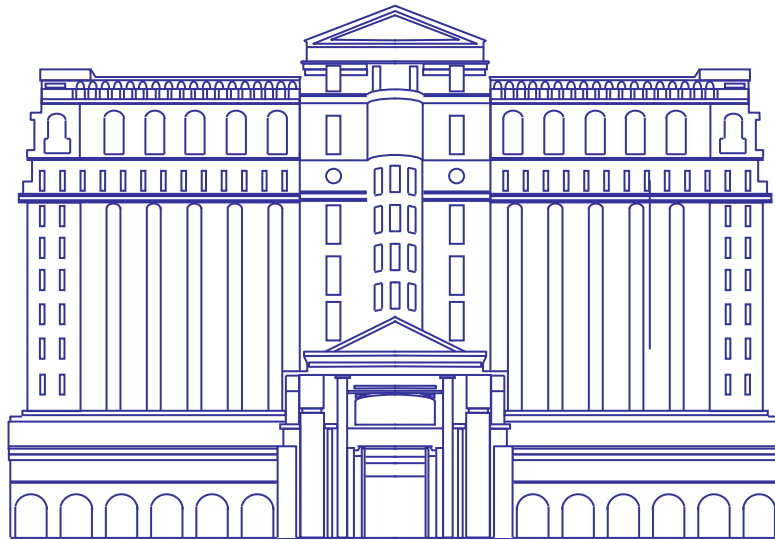




BOARD REMUNERATION POLICY



As at 1 April 2023

BOARD REMUNERATION POLICY OF BURSA MALAYSIA GROUP

The Board of Bursa Malaysia Berhad (Bursa) is cognisant that fair remuneration is critical to attract, retain and motivate the Directors of the Company. To this, the Board has established a formal and transparent remuneration policy and review process. The fees and benefits payable to the Non-Executive Directors are set out under this Board Remuneration Policy.

The shareholders' approval on the Board Remuneration Policy for Directors of Bursa was obtained at the 46th Annual General Meeting (AGM) held on 30 March 2023, as follows:-

Part A: Bursa Directors' Fees (Financial Year 2022)

Directors' Fees	Financial Year 2022
Non-Executive (NE) Chairman	RM300,000 per annum
Non-Executive Director (NEDs)	RM200,000 per annum

Part B: Bursa Directors' Benefits (From 31 March 2023 until next AGM in 2024)

Description	NE Chairman	NEDs / Members
Meeting Allowance (per meeting)		
<ul style="list-style-type: none"> • Board of Bursa • Board of Subsidiaries • Bursa Malaysia Group Committees 	RM3,000 RM3,000 RM3,000	RM3,000 RM3,000 RM3,000
Fixed Committee Allowance:		
<ul style="list-style-type: none"> • Bursa Group Committees [except for the Regulatory and Conflicts Committee (RACC)] • RACC members [who are Directors of Bursa Malaysia] 	RM20,000 per annum Not Applicable	RM12,000 per annum, (RM1,000 per month) RM60,000 per annum, (RM5,000 per month)
Monthly Fixed Allowance – Bursa Chairman*	RM52,000 per month	Not Applicable
Other Benefits for Directors of Bursa	Club membership, medical coverage, travel and other claimable benefits	Medical coverage, travel and other claimable benefits

Note:

* The monthly fixed allowance to the Chairman of Bursa being an Exchange Holding Company and listed entity is made, in recognition of the significant roles in leadership and oversight, and the wide-ranging scope of responsibilities expected of him, as well as the fact that he does not serve on the boards of any other listed entities or market participants regulated by Bursa Malaysia.

** The Chief Executive Officer / Executive Director does not receive any Directors' remuneration

Part C: Remuneration for the Members of the Regulatory Committees of Bursa

The RACC, Listing Committee, Market Participants Committee and Appeals Committee are the Regulatory Committees of Bursa.

Description	Chairman (Independent Individual)	Members (Independent Individuals)	Members (Bursa PIDs/NEDs)
Meeting Allowance (per meeting)	RM3,000	RM3,000	RM3,000
Fixed Committee Allowance:			
<ul style="list-style-type: none"> • Bursa Regulatory Committees, except the RACC • RACC 	RM20,000 per annum RM90,000 per annum (RM7,500 per month)	RM12,000 per annum (RM1,000 per month) RM60,000 per annum (RM5,000 per month)	RM12,000 per annum (RM1,000 per month) RM60,000 per annum (RM5,000 per month)
Monthly Fixed Allowance for RACC Chairman only#	RM15,000 per month	Not Applicable	Not Applicable
Other Benefits for RACC Chairman/Members who are Independent Individuals only	Club membership, medical coverage, travel and other claimable benefits	Medical coverage, travel and other claimable benefits	Not Applicable

Note:

The monthly fixed allowance to the Chairman of RACC is made in recognition of the duties, obligations and restrictions imposed on the Chairman of the RACC in line with the RACC Charter.

The Board Remuneration Policy is reviewed on an annual basis by the Board through the Nomination and Remuneration Committee (NRC) where it considers various factors including the Directors' fiduciary duties, Board Committees' functions/responsibilities, the risks and time commitments expected of Directors/Committee Members, relevant statutory/regulatory obligations of Bursa Group as well as the relevant benchmark studies. The review exercise is conducted by the NRC annually, facilitated either by the Corporate Governance & Secretarial (CGS) Division or by an independent external consultant. An external consultant may be engaged to facilitate the NRC in this review exercise, with the aim to have a holistic and independent review on the Board Remuneration Policy to determine its appropriateness, competitiveness and sufficiency to attract, retain and motivate individuals with strong credentials, high calibre and astute insights to serve on the Board and Committees of Bursa Group.